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# *all* **VOLUNTEER**

The Army's recruiting and retention professional magazine since 1919

**MARCH 1980**

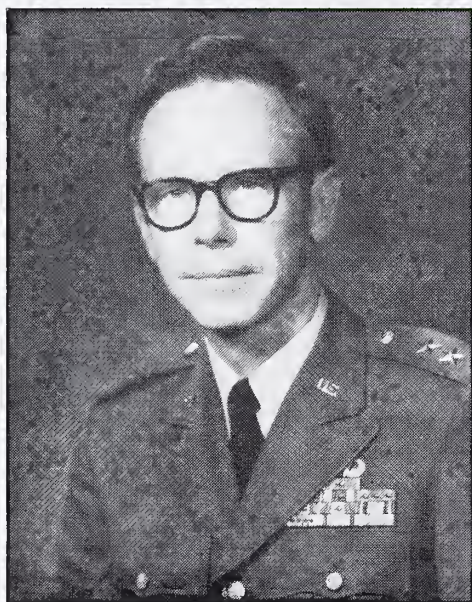


## **Total Army Involvement**





# Commander's Notes



The Total Army is joining our recruiting team.

Soldiers throughout the nation are already helping us recruit more soldiers. I have been talking with division commanders and other troops who will be supporting us. They are excited and await more opportunities to participate.

Link-up councils between regions and district recruiting commands and major installations, corps, divisions, brigades, Corps of Engineers Districts and other Army units are being formed. Their charter is to identify where we can commit Army resources to boost recruiting now and to get those resources there.

Six million dollars is earmarked to support the Total Army Involvement Program. Specific actions underway are already making inroads in communicating Army opportunities. The general officer speaker program is one effort picking up speed with DRCs arranging for general officers to appear in Michigan, Pennsylvania, Ohio, Iowa, Arkansas, Georgia and other areas. More than 200 general officers are going to talk to audiences around the country which we identify for them. The program will pay off in increased access and visibility for recruiters in high schools, colleges, with news media and in other public forums. But recruiters have to follow up to "make things happen" in high schools.

DRAP, HRAP and Pull Units are other programs involving the Total Army in manning the force in FY 80. Also Army Corps of Engineers Districts are preparing recruiting displays for their numerous visitor centers at dams and other projects, through which hundreds of thousands of military-age men and women and their families pass each year.

The weeks and months ahead will be filled with dynamic, challenging and rewarding experiences. We must make good use of all resources made available. I am impressed with your solid progress to date. We need high school seniors and graduates and upper mental category soldiers. You can make it happen. Press on, Provide the Strength!

A handwritten signature in black ink, appearing to read 'M. R. Thurman'.

M. R. THURMAN  
Major General, USA  
Commanding

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**FLARE**

# *all* **VOLUNTEER**

Vol. 33  
No. 3

The Army's recruiting and retention professional magazine since 1919 **March 1980**

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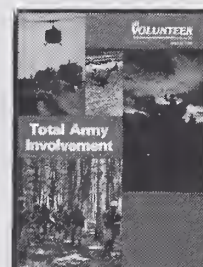
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*Our cover depicts members of Combat Arms units which are participating, along with other units, in the Total Army Involvement Program to encourage American youth to enlist. The cover photographs were supplied by N.W. Ayer through the Advertising and Sales Promotion Directorate. The back cover shot, by Leroy Leonard, TASO, Ft. Sam Houston, TX, is of SP4 Marilyn Thomas, a Behavioral Science Specialist (91G) at the Community Mental Health Service, Ft. Sam Houston.*





# Who's recruiting for EVERYBODY



## Total Army Involvement Plan

by CPT Bernard V. Hyland  
Total Army Involvement  
Task Force, USAREC

**M**anning the Total Army in FY 80 is no small task. The personnel procurement effort of the Army is the largest such effort in the free world. This fiscal year, the United States Army Recruiting Command is charged to recruit 239,663 men and women — Active, United States Army Reserve (USAR), and Individual Ready Reservists (IRR). The strategy and tactics which will guide the Army Recruiting Command as it marches forward with confidence to build the Volunteer Army of the 80's should begin with a review of FY 79 accomplishments.

### ***FY 79 was not a failure!***

Let's look briefly at the FY 79 recruiting year (October 1, 1978 thru September 30, 1979) which has been widely publicized as a failure. Only part of the picture has been portrayed. We in the Army want to do a good job of telling the success side too, even to our own folks.

It is a known fact that the number of 17-21 year-old high school diploma graduates has diminished each year since 1978 and will continue to do so in the coming years. It is also a known fact that everyone from commercial industry, colleges, and all branches of the Armed Forces are vying for a

larger share of this target audience, and the most capable/qualified of them. Taking the competition into account, USAREC still enlisted 8,000 more men and women in FY 79 than in FY 78.

It is apparent that the reduced number of military availables **not** enlisted in FY 79 could have resulted from the fact that USAREC may not have had adequate resources to do the job. This is, in effect, a strong indication that young Americans are NOT "turned-off" by today's Army. It is an indication we have strong competition for the Army's volunteers.

In January of 1979, the one millionth volunteer enlisted in the Active Army since the draft ended. This benchmark of recruiting success was achieved while USAREC was absorbing the requirements to take over the entire USAR recruiting mission.

USAREC field commanders welcomed to their recruiting teams about 1,500 USAR recruiters between December 1977 and May 1979. Simultaneously, the RRC and DRC assumed responsibility for recruiting 46,000 plus USAR volunteers in addition to the 158,800 Active Army requirement. The net result, the real plus, came when USAREC achieved the FY 79 USAR objective in September. Further, the Army Nurse Corps, Warrant Officer Flight Training and Officer Candidate School recruiting programs were also successful. So, the legacy of FY 79 is a foundation of success upon

which our strategy for FY 80-81 is being built.

### ***Strategy***

The USAREC strategy recognized that in order to accomplish more, more resources are necessary, and what was done previously must be done better.

### ***Tactics***

To do more with more, and do it better, USAREC will expand personnel and physical resources . . . improve market analysis . . . establish more effective advertising.

### ***What we have to do***

The toughest challenge in FY 80 is represented by the fact that the total Army must enlist over 400,000 military and civilian personnel. The military side includes 177,100 recruits needed for the Active Army; 95,341 for the Army National Guard; and 58,587 for the US Army Reserve.

### ***Active Army Mission***

Of the 177.1 thousand enlistees needed for the Active Army in FY 80, 163.1 thousand are men and women with no prior service. Fourteen thousand are prior service personnel (individuals who have been discharged for 90 days or more and desire to return to active duty). This represents about 117 percent more men and 15 percent more women for active duty than last year. Further, a recruiting objective of 80,000 high school diploma graduates (male) is required among the FY 80 volunteers with the remaining 92,400

# the Army?

men and women being in mental category I-III A.

## **USAR Mission**

The United States Army Reserve mission is a budget driven mission, not a requirement mission aimed at filling up the USAR troop units in one year. Rather, a gradual increase in assigned strength is envisioned over the next few years.

The weight of the USAR mission is on prior service personnel. As with the Active Army recruiter, there is a desire to attract the high school graduate. A goal of 60 percent HSDG has been set. In FY 80 the USAR objective of 58,587, up 6,000 over last year's goal, is expected to be met or exceeded. With the accomplishment of this goal and the transfer of the USAR recruiting mission to USAREC, Reserve unit commanders will be freed from recruiting to concentrate on the retention of their soldiers through improved training programs.

## **IRR Mission**

Mention must also be made of the IRR posture. When the draft ended, the IRR had a strength of about 1,000,000, but presently stands at approximately 209,000; seriously below that required to fulfill its defense commitments as a primary source of trained replacements in the event of a national emergency.

Based upon a limited IRR recruiting test conducted from April 1, 1979 to December 31, 1979, in which 500 volunteers were enlisted; 53 district recruiting commands (DRC) will participate in recruiting 2,000 volunteers for the IRR in four combat arms specialties beginning April 1, 1980.

## **FY 80 progress**

During the first quarter of FY 80 (October 1 - December 31, 1979), USAREC contracted over 15,000 more Active Army volunteers than during the first quarter of FY 79 (Chart I depicts a production comparison between FY 79 and FY 80 and identifies where USAREC is in FY 80 versus this time last year). However, even at this increased rate of production USAREC would have an active duty total objective shortfall of approximately 5-12,000 personnel. The majority of this shortfall would be non-prior service males and, more specifically, high school diploma graduates and mental categories I-III A.



**DARCOM**

**INSCOM**

**CIDC**

**USACE**

**USACC**

**MTMC**

**82d AIRBORNE**

**HSC**

**DRAP**

**General Officer  
Speaker  
Program**



# COMPARISON 1ST QTR FY 79 VS 1ST QTR FY 80

CATEGORY	FY 79			FY 80			FY 80 Accession Difference (+/-)
	Obj	Acc	%	Obj	Acc	%	
NPS(M)	19,200	17,365	90.4	33,300	28,770	86.4	+11,405
NPS(F)	3,300	2,994	90.7	4,450	5,850	131.5	+2,856
PS	2,200	2,743	124.7	2,700	3,509	130.0	+766
COMBINED	24,700	23,102	93.5	40,450	38,129	94.3	+15,027
CONTENT							
HSDG(M)	11,300	10,422	92.2	14,500	11,408	78.7	+986
I-III(A)(M)	—	7,309	42.1	—	9,197	32.0	+1,888
I-III(A)(F)*	—	2,994	100.0	—	2,929	50.1	-65
I-III(A)(M+F)	55% NPS	10,303	50.6	55% NPS	12,126	35.0	+1,823
MC IV(M)	10%	1,795	10.3	10%	2,286	7.9	+491
MC IV(F)	—	—	—	—	590	10.1	—
MC IV(M+F)	—	—	—	—	2,876	8.3	—
NPS(F)	—	—	—	—	4,066	69.5	+1,072
HSDG(M+F)	—	—	—	—	15,474	44.7	+2,058

\* All were NPS(F), HSDG, MC I-III(A) thru March 79

These are the critical recruiting markets that previous and ongoing studies have identified as having the highest level of retainability and trainability. Therefore, the emphasis in recruiting is being focused toward these needs since over 50 percent of our non-prior service, non-high school graduates do not complete their full enlistment obligations.

## Total Army Involvement

Due to the FY 79 shortfall and higher FY 80 objectives, the Chief of Staff of the Army, on October 15, 1979, directed the development of Total Army Involvement in the US Army Recruiting effort. He declared that manning the total force is the number one priority in the US Army today.

In November 1979, the Commanding General of USAREC established the Total Army Involvement to Recruiting Task Force headed by Lieutenant Colonel Bill Sorenson. The task force was charged with developing a Total Army Involvement Plan in concert with representatives of the Department of the Army and all Major Army Commands and Field Operating Agencies.

This plan, contained in USAREC Cir 601-57, dated January 15, 1980, institutionalizes the Active, National Guard, and Reserve involvement in the recruiting effort by directing the

resources of our Major Army Commands, divisions, installations and Corps of Engineers Districts in a coordinated action with the Recruiting Command.

The plan directs the establishment of link-ups between region/district recruiting commands and all elements of the US Army, Army National Guard and Reserve (i.e., major installations, combat units and major commands) such as:

- Army Material Development and Readiness Command — DARCOM,
- US Army corps of Engineers — USACE,
- Military Traffic Management Command — MTMC,
- US Army Communications Command — USACC,
- Criminal Investigation Command — CIDC,
- Army Intelligence and Security Command — INSCOM.

These elements should insure that adequate support is available to geographically isolated DRC. Further, that RRC have at least the equivalent of two division size elements in support of their specific areas.

This program is governed through link-up councils comprised of members of those agencies mentioned which meet periodically to discuss

and provide support requirements as outlined by the region/district recruiting command. Types of support range from an Army Bank to a static helicopter display to a general officer speaker program.

Specifically, the general officer speaker program "pairs-up" over 200 active duty general officers with the district recruiting commands in which they have roots so they can talk in high schools, to news media and to other public forums.

"This is the type of visibility and involvement needed to gain cooperation from those high schools who decline or are unable to provide lists of their seniors or whose officials do not support military recruiter access to their schools" says Sorenson. He adds, "Although many excellent ideas have been generated under the plan, the concept is not new. However, the priority and degree of command emphasis is being placed upon involvement in the recruiting effort is without precedent. This gives us, in recruiting, opportunity to develop innovative initiatives on a scale never before possible due to resource constraints. Each of us must search for ways to help in manning the total force."

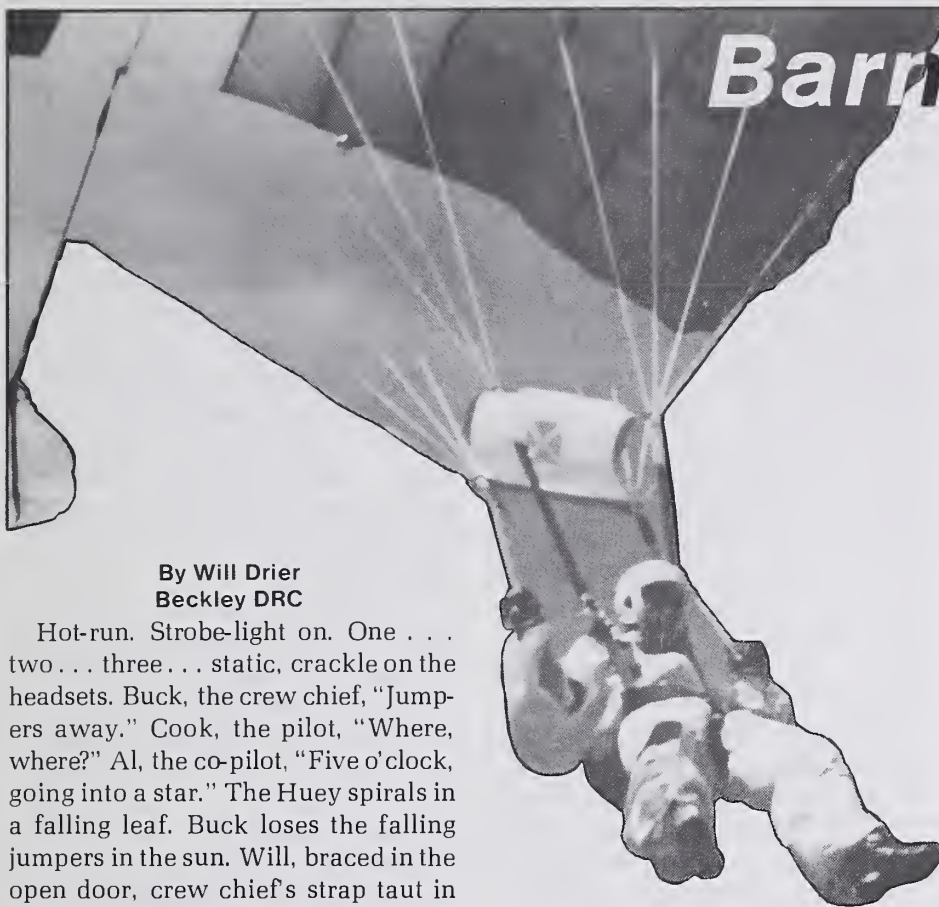
Another program, and an important element of Total Army Involvement, is the Division Recruiting Assistance Program (DRAP). DRAP was tested successfully from April to September of last year. In FY 80, 13 teams of 10 members each from our CONUS divisions will travel each month to DRC to talk about Today's Army, primarily to high school students.

## Outlook for the future

In summary, although the challenge to recruit nearly 250,000 men and women in FY 80 appears formidable, it isn't. Given the resources and the support from the Total Army, we can do more . . . with more . . . and do it better.

## MAKE IT HAPPEN

- \* Read USAREC Circular 601-57
- \* Look for opportunities in which to involve the Total Army in support of recruiting in your area.



# Barnstorming with the 101st

By Will Drier  
Beckley DRC

Hot-run. Strobe-light on. One . . . two . . . three . . . static, crackle on the headsets. Buck, the crew chief, "Jumpers away." Cook, the pilot, "Where, where?" Al, the co-pilot, "Five o'clock, going into a star." The Huey spirals in a falling leaf. Buck loses the falling jumpers in the sun. Will, braced in the open door, crew chief's strap taut in the open alley, curses the glare splashing over the camera. Cook's voice slashes over the radio. Al and Buck count chutes.

"One open, two open, where's the black?" "Where's the black chute?"

"Can't find the damned thing in the sun."

"There it is."

"Where, where?"

"All three open now."

Easy street now. They stack, flying the big squares one on top of the other, right down the tubes. Buck finally grins.

"One on the landing. Look at Paul fly. Two on the landing. Labreque's going to overshoot."

Everybody half out the doors. Cook glaring through the yellow grease-penciled frequencies and VOR's on the plexiglass.

"He's going into the trees."

Sour sweat soaking through nomax. Labreque stalls the big square chute out at the last minute. "Almost lost it."

John, an airborne ranger, is the announcer. The captain and Jerry Haley, the master sergeant, stare up into the blue puddles of sky.

"Ladies and gentlemen, once again those magnificent young men are back on the ground. As soon as the aircraft lands we'll open the gate and you can look over the chopper and talk to the jumpers while they pack their parachutes."

Eight hundred young men and women see the Army flying into their high school, doing things they've only dreamed of. Genuinely excited, the kids mob the Huey and the team. The excitement the Army spends millions to create with print ads and video reels is crystalized by one real trooper and pilot:

"Can a high school graduate fly one of these helicopters?"

"How fast do you fall?"

"Can you breathe?"

"Will the Army really teach me to fly?"

"Do all paratroopers use this kind of parachute?"

Helping the pilots and paratroopers answer the questions are three Army recruiters. They copy names and requests for information as fast as they can scribble. The principal is in the

middle of the din, inviting the recruiters to visit classes and asking to sit in the pilot's seat. The football coach tries on a parachute.

Every spring Beckley DRC arranges a parachute team tour of area high schools. A tour lasts 10 days. Two high schools are visited per day. On the weekends public jumps are arranged. Publicity is cranked-out 2 weeks before each jump. The jumps draw a cyclone of newsprint. The mystery of flight turns media cynicism into magic. Small-town newsmen, looking for stories to write their way on to a bigger paper, turn the Huey into an ink-fired publicity machine.

The pilots fly the Huey in from Ft. Lee. The sport parachute team from Ft. Campbell, for years under the direction of the master of the skies, Curt Eckstein, then Paul Reynolds, drives in from the 101st.

Three months of groundwork now start to pay off. Months of negotiations with the FAA to obtain waivers, meetings with high school principals, folios of paperwork, melted phone-lines, and liaisons with the different installations now yield dividends. Gearell Byrer at G-5 Fort Campbell smoothes the paper chase, but endless paper and coordination is still necessary to make sure everything works.

Fifteen to sixteen thousand students see, hear, touch, and feel the real Army. At a cost of slightly over \$3,000, cheaper than either radio or newspaper, the target market and in-



fluencers experience the Army in a way that will leave them talking for years about the parachute team they once saw. Over a hundred thousand people see the television features and read the front page stories about the Army. Not stories about a recruiting scandal or a need for the draft, but articles about how magnificent the Army was on that warm spring day.

At 6,000 feet above the ground level, Will, Buck, and the jumpers shiver in the high altitude cold. With the river on the left, the treeline on the right, and the wires, the jumpers put their heads together shouting. And maybe they shiver for different reasons. The jumpmaster Paul kicks Buck in the knee. On their feet in a low crouch. Both doors pinned back. Buck cues the pilots. Out the door. God bless crewchiefs.

JP4 gushes to the engine as Cook coaxes the Huey into the thin air. As the lift wears, he caresses the controls with the light, sure movements of a tiger. Eyes on the maze of dials and gauges. Watching, always watching, the knife sharp mountains leaping out of the mists, the scrambled valleys and mountains, and blind box canyons luring the nape of the earth pilot to a quick grave.

He flutters out the door, then stabilizes like a diving hawk. Bliss falls . . . and falls . . . and falls . . . and falls. One thousand feet, two thousand feet, three thousand feet. The altimeter on

his chest cuts its unforgiving circle. Sun dogs snap at his eagle crest. Opening shock. Lines taut. Coasting, floating, he flies the big square rainbow of a parachute. He glides four miles to the stadium. Snapping spirals, braking, stalling. Always down. A final approach, a gliding stallout and he steps into the X on the field. Baraka, fate, pride, religion, every jumper has a different name for it.

The recruiter basks in the glow. He's the man who did it all in the eyes of the school. He's got a lock on the door now. He owns the school. He's not the one who shanghai's young kids, but turns cold print in a counselor's office into a viable career. "Thank you, Sarge, thank you." He winks at Will. Will winks back at Army Sergeant Dick Gertin. Will slides further into the twilight. Never the sun, but always the twilight for the best of the advance men, the publicity men. Always put the client in the limelight, the shadows for you bucko, the dim shadows where the alchemists of newsprint brew their magic elixir.

For all jumps, ambulances and fire trucks are arranged for, and parked close enough to be ready. Local police who wanted to see the aerial dynamite are happy to pull crowd control. The mayor and local CIs are only too happy to put in an appearance. Decorum lost in the excitement, they race the kids for a chance to clamber aboard the airship.

The announcer, the recruiter, and the principal are always grouped around the stadium PA system. If the stadium is too tight or has wires on more than two sides, the jumpers go into the front lawn or baseball diamond. As a last resort a parking lot is used. The rough asphalt grinds jumpsuits, chutes, and knees.

All landing zones are sketched or photographed 90 days prior to a jump. The photos or sketches accompany FAA waivers and are used for jump team and pilot briefings 30 days prior to the jumps. Recon flights are scheduled on the first day the team arrives. One or two practice jumps are worked

in to make for the deadly tight trust that must form between the jumpmaster, crew chief, and the pilots. The project coordinator, Will, moves into the hotel with the crew chief. For the 2 weeks they are in town, he never leaves the team.

With the crazed eyes of the shaman, the seer of dreams, he makes it work, when others say it can't. He turns visions and dreams into reality with honey, and often the fist. The area commander, Captain Clint Cole, ex-Vietnam chopper pilot, flies in the Huey as spotter. The assistant area commander works ground crew on the landing zone with the recruiters and ground team.

When a field is close to the jump site, the Huey lands, picks-up the recruiter, and he is first out the door when the Huey lands at his high school. Reserve and active recruiters are always present on the ground team.

The pilots always make a high and low level recon, then land at the jump-site. The jumpers saddle-up. Last minute coordination is made. The helicopter does two lifts, normally 1½ hours, then shuts down for a ½ hour static display.

The team and pilots eat lunch in the cafeteria with the mayor, the principal, and the students. The rate for airborne and flight crew enlistments goes off the graph 30-60 days after one of these tours.

The photographer and publicity man get photos, names, and dates to insure each school and CI get their copies of a picture with the jump team. Certificates from the jump team along with actual jump photos are later framed and delivered to the school for a special presentation in the school auditorium by the recruiter. In Beckley DRC it works well. The schools are small and have the time. The kids have rarely seen aircraft on the ground and have never seen a live jump, so it goes over like gangbusters.

An after-action meeting is held every night. Scheduling, refueling, and any jump technique changes are discussed. Gear is checked. The critical radio, smoke, and supply of wind streamers is double-checked. With the jumpers



From left: Jumpmaster, SFC Paul Reynolds, Beckley recruiter, SFC Lucy Lockhart, SP4 Guy Labrecque, and sitting, SP4 Paul Bliss.



exiting the Huey anywhere from 3 to 5 miles from the landing zone, smoke and streamers are the difference between hanging in a tree or a sweet stand-up landing.

Then Will screams "tea time" and it's every man for himself into the lounge. The chairs fly in the laughing and it's beer-frothy nights and waitresses in too-tight tights. But it's on the flight line at 0430. And final after-flight not finished until 1800. And an after action meeting until 1930. So they've earned every smile.

You work, laugh, fly, and work some more together. The team is fueled by pride, good times, and everyone doing the job he loves best in the world.

The team always has its headquarters in one motel. One or two coordinators are with the team every minute. All DAC coordinators are put on orders to legally fly in government aircraft. One man works back at the DRC ready for any last minute FAA or logistics channeling. One A&SP chief with the team, one A&SP man always at the headquarters, a captain, E-8, and recruiters switching with the team and an "easy-street" 15 hour day pays the freight for an exceptional tour.

An awards banquet is always held. The DRC presents letters of commendation and certificates to the team. Parties and dinners at people's houses are arranged. "Hell, I just risked my life for these people, and they won't even eat dinner with me?" No. You never leave the team.

The master caution light glows. Ready to pull pitch. A black spume of flame at 0530. A bad start. Buck, Al, and John pull the tech manual. A touchy exciter box. Buck, crewchief, boxer, right crosses the exciter box. No more bad starts. Another 0530 pre-flight. A broken silent running chain to the tail rotor is found. Hectic re-scheduling. "Don't let my ex-wife get the insurance," someone hollers. A fly-in maintenance run from Ft. Lee. The show must go on.

Pinney hook-slides into the target. You can tell he's hurt a mile away. He stands and walks off to cheers. No one knows he's hurt. They pack the ankle in ice, x-rays for safety, wrap

the ankle and the ambulance drops him off at the next LZ. The show must go on. And that's why a team always has four men. Figure two lost to ankles and knees for every seven jump days.

An older woman comes up to the team in a restaurant. Nervous. The sharp sweat-suit uniforms stand out better than 20-grand worth of billboards. "My son says he saw you jump. He wants to be a paratrooper. Isn't it dangerous?" Twenty minutes later the lady leaves. Smiling. Convinced. She'll send her son over to talk with John Stephens, the recruiter. Major Cook and Al Eckles go back to cold food. One cold supper. One good trooper. A fair trade.

Two high school cheerleaders walk up. They smile — a come-on. The team grit their teeth and gently dust them off. A good briefing about never crossing that unspoken thin line. Discipline. And they do it for short pay. And never much walkin-around-money in their jeans. They're like the old rodeo hand with the seat of his pants slapping leather and an old worn-out saddle: "I ain't doing this to get rich, pardner!"

Turlington, or is it Bliss, walks through the green smoke like a wraith with a handful of chute. The kids roar and scream and clap at the young skygod. Still in the back of your mind you always remember Curt Eckstein, the best of them all, with over 2,000 jumps, killed on a clear sunny day for no reason, no reason other than he did what he loved to do. It makes you think, and double check all the gear. But they're all down. The press of kids, the jokes, the questions, and the Army's looking the way it should this day: a hero.

A light drizzle. Low ceiling. In a heavy traffic corridor. Last minute meeting on the ground. "Just like Vietnam — damn rain." "We'll hop and pop. Give us all the air speed you got. Sling-shot us out — just like a gun-run." Gun-run. The Huey bucks and sunfishes in the turbulence. Will was a cowboy out west as a kid and rode buckin horses, but the turbulence is bad and Buck and Will get yellow flushes in their cheeks and stomachs



*SP4 Bliss and Labrecque in stack.*

full of nails. The kids won't give any ground, even in the rain. They've never seen anything like this. "A natural high," says the young trooper. "I didn't know Army people did things so neat," says a young girl.

The bond necessary to cement the team together is hard to break. A magic time. A magic team. A magic tour. Magic. Now the magic dispells as everyone must go back to everyday. Shuffling around at the airport. Trading kit bags and flight jackets.

"Darn, the Army ain't that bad. Imagine a civilian outfit paying us for this?" No bright TV kleig lights or interviews. Goodbye is best done in private. Exchange of addresses. Buck's rubbing the sleep out of his eyes. He fell in love again.

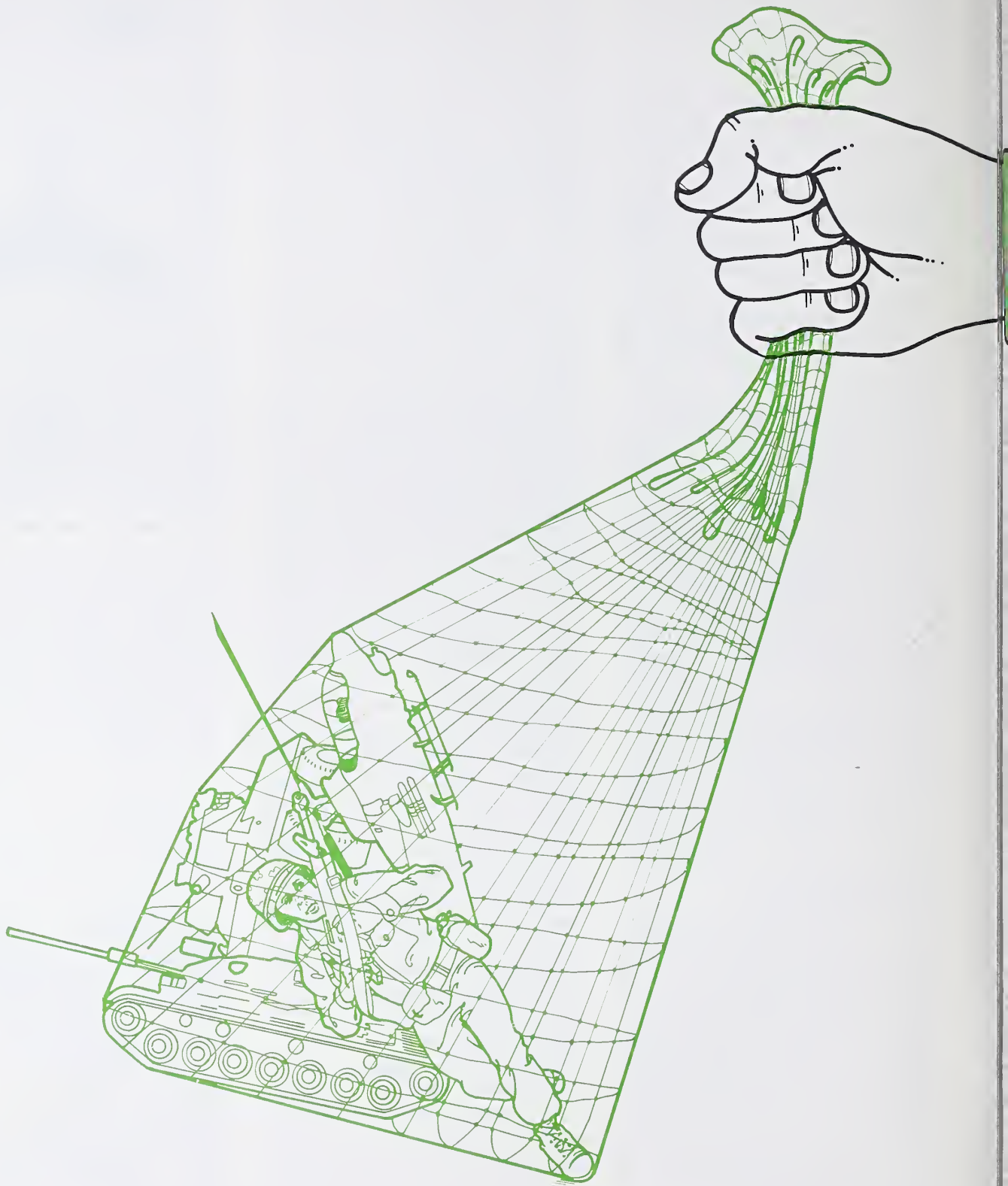
"Let's all get together . . ."

"I can't believe Will got a transfer to Frisco . . ."

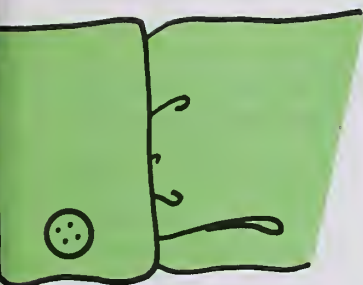
Paul — "You call, we fall." John and Will shake hands. Buck grabs a dime . . . time to say goodbye.

The Huey kicks up a 40-foot circle of wind. Thumbs-up. It all disappears into the flare of the sun.

Editors Note: Beckley DRC has a complete step by step file on arranging para-team jumps, call 304-255-1478 for information.







# 'Pull Units' make recruiters out of line soldiers

by LTC William C. Roberts  
Recruiting Operations, USAREC

Have you heard the term "Pull Units" in recent weeks? It's a new concept designed to capitalize on what seem to be desirable selling features, e.g., location and unit, to over-recruit in combat arms at selected CONUS locations.

Production results show there are five divisions and two ranger battalions that applicants find attractive as enlistment options. These units are referred to as "Pull Units," and the Vice Chief of Staff, Army, approved filling their combat arms specialties at 115 percent. To support "Pull Unit" recruiting, MILPERCEN has loaded additional training seats on REQUEST and that's where we at USAREC can capitalize on selling good location and unit combinations.

Additional training seats for REQUEST were computed for those units and MOS by using the lower grade authorization figure for grades E-1 through E-4 as the base point for

computing 15 percent over current authorization. The number of seats per unit was derived by the following computation:

*Authorized Strength - Operational Strength + 15% of Authorized Strength ÷ by 12 Reception Station Months = Number of additional seats loaded.*

The "Pull Units" are:

- 4th Infantry, Ft. Carson, CO
- 7th Infantry, Ft. Ord, CA
- 9th Infantry, Ft. Lewis, WA
- 24th Infantry, Ft. Stewart, GA
- 82d Airborne, Ft. Bragg, NC
- 1/75th Ranger, Ft. Stewart, GA
- 2/75th Ranger, Ft. Lewis, WA

Although everyone can sell these desirable combinations, the best "pulling" advantage appears to be with the DRC and stations located in the immediate vicinity of the "Pull Unit." If you still don't see the advantage, here's how we envision the action. Everyone, and particularly those of you in the locale of the "Pull Units," can talk to your prospects about beginning their Army career in a good location,

or right in their home state as the case may be. They can serve near their families and friends — and possibly begin college in that area when their tour is complete. Another selling feature to be considered at this point is the VEAP and VEAP kicker option.

After their initial tour at one of these garden spots (one-year guaranteed), or, assuming they reenlist, the Army reserves the right to reassign them world-wide as Army requirements dictate.

That's the program in a nutshell. How about making it work for you and for the Army? Better yet, make it work for your prospects living near these units

## MAKE IT HAPPEN!

- Be sure Pull Unit DRAP representatives talk to prospects.
- Take prospects to visit Pull Unit/installations (if in vicinity).
- Make sure your local advertising is pushing Pull Units!

# Golden Knights in Florida

## Public Affairs Office Golden Knights

What's Black and Gold and floats to the earth from 3,000 feet after streaking through the air at over 120 miles per hour. A member of the United States Army Parachute Team, the Golden Knights, of course. Several thousand people in Central Florida had the distinct privilege of watching the Golden Knights perform one of their thrilling parachute demonstrations at the Florida State Air Fair in November.

After performing for an estimated two day crowd of over 10,000 people, the Golden Knights remained in the Orlando Recruiting area to perform Add-on-Days at several high schools. The team broke up into 3-person groups and traveled to the schools to talk about the Parachute Team, their equipment and opportunities in Today's Army. After eating lunch with the students, the teams returned to the airport, donned their equipment, and

then dropped onto the field at Colonial High School amidst the cheers of the student body.

The first day of the above add-on-day activities started with SSG Henry Ray who led a team of three Golden Knights to Colonial High School in Orlando. Ray had arranged with the school administrators for the speaking team to present their program to the first three hours of physical education classes. While the one team was at Colonial High School, another team was meeting with the students of Apopka High School.

After entertaining and informing the students the two speaking teams returned to the local airport and prepared for the afternoon jump at Colonial High School. From the moment the Golden Knights left the plane until the last team member was safely on the ground, the team had the students in the palm of their hands. The students were not only attentive, many crowded onto the field after the demonstration

to talk to the jumpers and get their team handout autographed by a "Golden Knight."

The following three days of activities were similar. The team presented both ground and jumping appearances, and had an opportunity to work with a very eager group of recruiters who appreciated what a valuable recruiting tool the team can be.

The local recruiters came up with several methods of getting local media coverage both for the team and the recruiting effort. These ranged from getting a hometown boy interviewed after a daring cutaway maneuver, to having the mayor present the key to the city and proclaiming the day "Golden Knights Day 1979". Of course one local TV station just showed up when an observant reporter noted black and gold canopies floating gracefully earthward.

After performing both on the ground and in the air for a week without a day's rest the team moved on to Tampa, Florida where MacDill AFB was having an Open House. The recruiters in Tampa took full advantage of the sponsors being required to provide free space for the local recruiter as they arranged for soldiers and displays from the "Green Berets", the 82nd Airborne Division and of course the Golden Knights to be on the display line.

All of the recruiters deserve credit for a job well done. They gained important media coverage and community exposure for themselves, gained leads from high school students who became interested in the Army after seeing the Golden Knights and they helped the Golden Knights by proving that the US Army Parachute Team can help the recruiters in the field if used as the recruiters in the Orlando and Tampa areas employed them.



*The Golden Knights explain their equipment to the students at Colonial High School, Orlando, FL, on one of their many yearly high school performances.*



# How to get the Black and Gold

## Public Affairs Office Golden Knights

The United States Army Parachute Teams' (USAPT) two demonstration team can be invaluable in assisting recruiters in the field.

The USAPT Operations Section will notify the local District Recruiting Command(DRC) Headquarters, when the team will be appearing in their area for a schedules show. Information will also be provided on how many team members will be available for Add-On-Days if suitable activities can be generated.

Add-On-Days are a USAREC funded activity where the teams can help the local recruiter promote the Army and generate local awareness. The Parachute Team gives this support by doing:

- High School presentations
- Media Interviews — such as television, radio and newspapers.
- Hospital visits — preferably with media coverage to enhance the recruiters image in the community.
- Appearances at civic clubs and organizations.

These demonstrations and activities can be made available between civilian sponsored shows by requesting them through your DRC. The DRC and USAPT Operations Section can then coordinate for the correct number of speaking teams required.

A "Golden Knights" speaking team normally consists of three team members. This team or teams are made available to perform non-jumping or ground performances for the local recruiter. In certain situations when an entire team is present in the area, the team may be able to provide a jumping demonstration as well.

These presentations at high schools and civic clubs are designed for a captive audience. The program is ap-



proximately one hour long and consists of films, a live equipment demonstration normally using a student or person from the audience, and then concludes with a question and answer session.

Once you have been notified by your DRC Headquarters and the USAPT that you are getting personnel there are certain procedures that should be followed to ensure maximum success, they are:

- During all presentations the speaking team must be accompanied by a recruiter. You, the recruiter, are our expert in the opportunities available in Today's Army.
- The best audience for a "Golden Knights" presentation is a captive audience in an auditorium, large classroom, or meeting hall.
- Bear in mind that the team needs 30 minutes to set up for a presentation and an additional 30 min-

utes to break down afterward.

- The ideal situation is to get the school to agree to a mandatory assembly, this guarantees that your time and the team's time is well spent. If a mandatory assembly cannot be arranged, the high school presentation is geared to a normal class of about 50 minutes. The Operations Section will work with you on your schedule.
- You must ensure the presence of a 16mm projector and screen. Be sure the sound system available is adequate for the size of the audience. A poor sound system can be detrimental to the success of the program. Since the presentation uses films, light systems must be adjustable.
- Allow adequate travel time between presentation sites, keeping the above in mind.
- If a jumping demonstration is planned and can be coordinated with the USAPT, schedule all non-jumping presentations in the morning and the jump in the afternoon. Again be sure that an adequate public address system is available at the jump site.
- Last, but not least, the Army Parachute Team prefers to keep coordination at the lowest possible level. Anytime you have a question, don't hesitate to call the team's Operations Section at (919) 396-0213 / 0115 or AUTO-VON 236-0213 / 0115.

In summary, remember that the United States Army Parachute Team, the Golden Knights, is available to you to support Army prestige, community relations and recruiting through visual awareness. The Golden Knights want to help you "Provide the Strength."





# Corps of Engineers supports 'Total Army'

## Public Affairs Office Army Corps of Engineers Albuquerque District

Over a million visitors expected at Albuquerque District US Army Corps of Engineers operated flood control projects in New Mexico and south-eastern Colorado during 1980 will get a chance to learn about the many interesting jobs the Army offers young men and women today under a new program recently initiated by Colonel Bernard J. Roth, the District Engineer, in coordination with the Albuquerque Recruiting District.

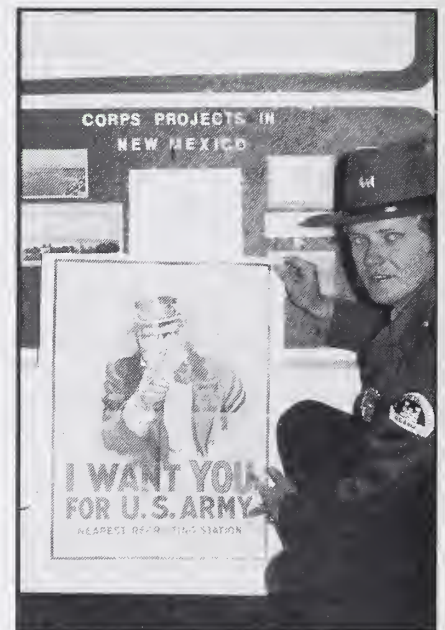
The Corps' beautiful Cochiti Lake Visitor Center near Santa Fe and Albuquerque, NM will be the first of five flood control projects where infor-

mation about the Army will be presented on a newly designed wall display and where recruiting information brochures will be offered to the visiting public.

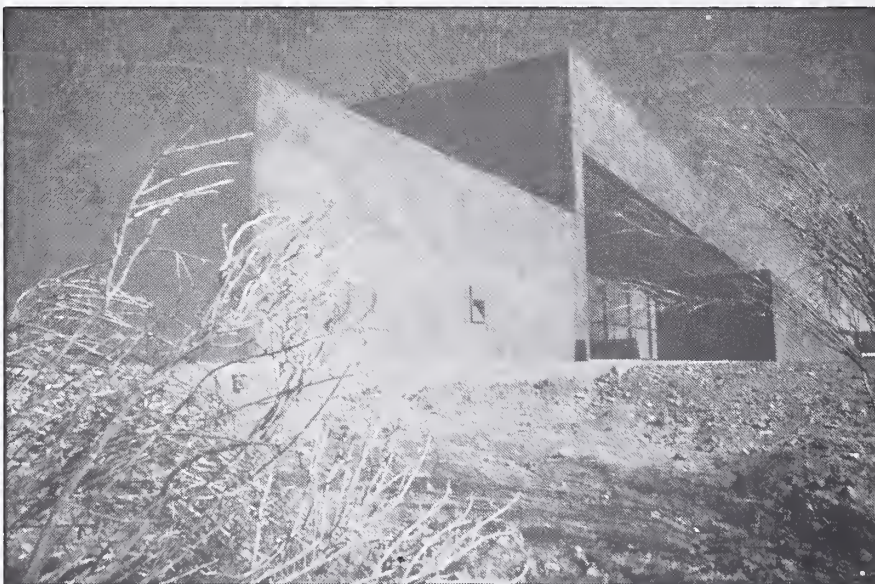
During 1979 over 521,000 visitors from all over the United States came to Cochiti Lake to enjoy its camping, swimming, boating and hunting opportunities.

The Cochiti Lake project consists of one of the world's 10 largest earthfill dams, built on Cochiti Pueblo Indian lands, containing a 50,000 acre-foot recreation pool.

Other Albuquerque District civil works projects where similar recruiting support will be provided in the



*Park ranger speaks up for Uncle Sam.  
(US Army Corps of Engineers photo)*



*View of Cochiti Lake Visitor Center as seen from highway. (US Army Corps of Engineers photo)*

early months of 1980, are Abiquiu Dam in northwestern New Mexico, Conchas and Los Esteros Lakes in eastern New Mexico, and John Martin Dam and Trinidad Lake in south-eastern Colorado.

The Albuquerque District, US Army Corps of Engineers, with flood control responsibilities in western Kansas, southeastern Colorado, New Mexico and southwestern Texas, is providing "Total Army" support to assist the Albuquerque District Recruiting Command in its 1980 recruiting effort.



# Assessing the military market

by SGT Claudia Beach  
all VOLUNTEER staff

Before the recruiting mission can be attained it must be assigned. Before mission assignment the area commander must take into consideration many social and economic variables which have a bearing on the probability of the young men and women in the area enlisting in the Armed Services; the Army in particular.

The tool used to make this determination is market analysis. Some of the variables which come into play are unemployment rates, sex of the potential applicants, income, proximity of colleges and universities and competition by recruiters of the other service branches.

The diverse geography and wide range of economic circumstances across the country make each area command unique when it comes to doing a market analysis. Though the area commander's course at Ft. Ben Harrison teaches the basics of market analysis, when it comes right down to doing it, what is important in the city may have little or no relevance in the country and vice versa.

To illustrate this point, two area commanders were interviewed regarding their methods of market analysis. Captain John D. McDowell commands the Cambridge area on the east coast of Maryland; a rural area. Captain John G. Freeman is the Cheyenne,

WY, area commander. This is also a rural area but spread over a much larger geographic expanse with completely different topography.

McDowell's off-duty interest in computer technology also enhances his job. A micro-computer, bought for personal use, now does double duty and speeds up his market analysis.

"We have a very seasonal market," McDowell stated. "It's hard for the kids to get a job around here after school's out so we pick up a good number of enlistments in the 4th and 1st quarters."

Though the unemployment rate in the area is high, McDowell discounts it as a positive factor in the analysis. "The unemployed in this area are usually in a lower educational and mental bracket. Since recruiters are primarily aiming for the higher caliber enlistees — the high school seniors — for the majority of their mission, the unemployed are not a significant group," he explained.

McDowell relies heavily on ASVAB scores, the qualified military available figures for the area and on evaluating the competition from recruiters of the other services.

"The DoD accession rate in this area is 2 per 1,000 people. In order for my area to make mission we must put one of those two into the Army.

"I concentrate quite a bit on uncovering unexploited markets. For example, I've found one area that my recruiters had not paid much attention to in the past and which had been totally overlooked by any of the other services. As I figure it, by exploiting this area's possibilities — by aggressively recruiting in this area — it should net twice the number of enlistments it has in the past. Only about 60 people from this area enlist each year. I think we can make that 120 this year."

Freeman, on the other hand, concentrates on information from the Chamber of Commerce concerning wages, unemployment and potential growth in the area.

"With the big push to find alternate sources of energy, this area has really started to grow. There is quite a bit of

shale mining as well as other energy-related industry moving into Wyoming. Skilled and unskilled workers can command wages ranging from \$8-\$12 an hour. Many make \$469 a week. Obviously a private's salary, \$419 a month, is no inducement to these people.


"I keep an eye on the flow of people in the area. In the western part of the state they tend to move to Salt Lake City. The easterners gravitate to Denver.

Freeman commented that the population of his 86,000 square mile area is about 490,000 with 7,000 seniors this year in 93 high schools. A trip to one of his five recruiting stations may involve a 1,000 mile drive.

"Along with the flow idea I also keep tabs on the high school sophomores and juniors as a potential market for enlistments," Freeman explained.

Casper, WY, is the largest city in the area. The market analysis for the city shows that it is in a high-income district with many opportunities for jobs. "These kids can find work right in town. They don't need to look elsewhere for jobs," Freeman said.

The Cheyenne area also includes part of Nebraska. According to Freeman, the recruiters get more enlistments from Nebraska than from Wyoming. Though there isn't a recruiting station there at present, there will be one in the near future.

It is important that each area commander avail himself of all the pertinent information on which to base this comprehensive market analysis. The fair apportionment of mission to individual recruiting stations as well as the determination of the fairness of the mission rests on this tool. 

## MAKE IT HAPPEN

- Know all of your high schools.
- Seek out unemployment and other data about your area from available public sources.
- Commit resources to areas where HSDG and MC I-III A applicants are concentrated.





**KEEPING IT IN THE FAMILY**, Staff Sergeant Roger Free, 31, was reenlisted for three more years of Army duty by his older brother, Major Charles Free, at 229th Attack Helicopter Battalion Headquarters.

It was the second time that "big brother" had reenlisted the younger Free into the Army. The first inter-family reenlistment occurred at Fort Campbell in 1977.

Staff Sergeant Free is presently the Battalion Reenlistment Non-Commissioned Officer with HQ and HQ Company, 229th Attack Helicopter Battalion. Major Free is the Chief of Security and Law Enforcement with the US Army Corps of Engineers in Cincinnati, OH.

Together the Free brothers have a total of 34 years military service. (101st Airborne Division PAO)



*Combining improvisation and a very careful bicycle balancing act, 8-year-old Brett Carlson seems to be staring eyeball-to-eyeball with a three-legged monster from out of space. The "monster" was actually part of a display provided by the Arizona Army National Guard 153rd Field Artillery Brigade's meteorology section during a Phoenix, AZ, training stint. Brett was stealing a meteorology specialist's view of a high flying weather balloon. (Photo by John Florence, Phoenix DRC)*

**"PSSST! SOLDIER, need a map?"**

If the answer is yes, the place to go is the 758th Engineer Company, Annapolis, MD.

The Army Reserve engineer unit is a base map depot

which has been supplying maps and charts to American military units worldwide since 1976. Starting with 23 requests the first year, the 758th Engineers mailed out more than 45,000 maps in 1979 to nearly 300 customers.

With 250,000 maps in stock, virtually no request is too large or too small. A typical drill evening found the 758th filling an order for 30 maps from the Maryland Army National Guard and processing a request for 3,650 maps from the 87th Maneuver Area Command in Birmingham, AL.

According to **Sergeant First Class Calvin R. Franklin**, operations sergeant for the 758th, the engineers stock topographical maps, nautical charts and air-crash search-and-rescue maps. The entire world is available in the 1:250,000 Defense Mapping Agency 1501 Series, and the depot carries the US Geodetic Survey maps (1:24,000) for the eastern United States. Maps of Korea, Germany and the Middle East are also available.

Commanders who wish to order maps should write the 758th Engineer Company, US Army Reserve, Annapolis USAR Center, RFD 2, Box 270, Broadneck Road, Annapolis, MD 21401. Telephone orders may be called to (301) 757-1673.

Requestors should give the series, scale, map name, quantity and sheet number — if known. Turn around time for maps in stock is one to two weeks. Special orders take a month. There is no charge for the service.

The 758th carries special edition maps of East Coast installations frequented by Reserve units — Ft. Drum, Ft. Meade, Ft. Devens, Ft. Bragg, etc. There is also a limited supply of state and local maps and European highway maps. (97th US Army Reserve Command)

**THE LAST WISHES** of a World War II Navy veteran were fulfilled recently by San Jose Recruiting Assistant Area Commander, **Sergeant First Class Dave Pearson**, and three NCO friends.

The veteran, **Frederick Fox**, who died in the San Francisco Bay area, had expressed a desire to have a Navy honor guard perform duty at his funeral.

"It was one of his strongest wishes," a member of the Fox family said. "But when we went to the various Navy installations, we were told honor guards were only authorized at funerals when the veteran had completed 20 years of service." Fox was on active duty during the war years of 1941-45.

It was at that point that local television picked up the story. Pearson spotted it on a segment of one station's "Evening News" and decided to do something about it. He made some phone calls and found that **Sergeant First**



**Class Gordon George** of the Gilroy Recruiting Station and **Staff Sergeants Richard Nordman** and **Carlos Quiroz** "were all willing to perform the duty." Quiroz is currently assigned to the Fremont Recruiting Station while Nordman works Pearson's hometown territory of San Jose.

But it wasn't just a matter of volunteering. There were problems of getting the necessary equipment together, sprucing-up dress blues(uniforms), and some very necessary drill practice. By the time Pearson and the guard got together, the Fox burial was only hours away.

The long hours of work weren't without their rewards. Gratitude was expressed from the Fox family members who saw their loved one laid to rest according to his wishes courtesy of four Army recruiters wearing dress blues. Respect was gained from the San Jose and San Francisco communities who realized the Army was not only there but caring. Finally, acknowledgement of the team's work by both civilian print and television media and the San Francisco District Recruiting Command newspaper, "VOLUNTEER."

An Army spokesman at the San Francisco Recruiting Command Headquarters in Alameda re-echoed praise of the team's beyond-the-call-of-duty effort. (San Francisco DRC)

**TO BE EFFECTIVE** Infantrymen, Armormen, or Field Artillerymen ya gotta know how to fire your weapons effectively. That's the purpose of the CG's Gunner's Test — to teach area commanders what it's like in the foxholes of recruiting. Area commanders are required to enlist a person into an Army program employing all the techniques recruiters use. That means prospecting from a list, calling for an appointment, making the presentation, doing the enlistment packet (and any waivers required), insuring the applicant gets to the AFEES on time, and enlists in an Army program.

Once the applicant is enlisted, the area commander needs to telephone the Commanding General with the message, "This is Captain \_\_\_\_\_. I passed the Gunner's Test!

What that does is help USAREC have area commanders with intimate understanding of the recruiting process. That means more effective recruiting commanders who know what happens in the foxholes.

Congratulations are due **Major Art Turner**, Chicago DRC (MWRRC) and **Captain Angel J. Delahaut**, Santa Clara Area, San Francisco DRC(WRRC), who are among those to already pass their Gunner's Test and report their

enlistee through the chain of command.

As Rameses II said, "So let it be written, so let it be done!" (CPT Douglas Martz, HQ USAREC)

**A CIVILIAN VERSION** of a recruiting "uniform" was recently debuted at the Officers' Club at MacDill Air Force Base in Tampa by **Mr. Larry Lewis**, of the Tampa US Army Reserve(USAR) Center, and a USAR recruiting specialist colleague, **Mr. Jim Smith**. The idea was presented to the West Point Association of Tampa during a program there.



The "uniform" idea originated during a brainstorm between the two dedicated recruiting specialists. "We were both assigned to the same station and just got to wondering how we could come up with something distinctive to wear that would readily identify us as recruiting specialists and look as good as the uniforms worn by active duty recruiters," said Smith.

Within five days after the two conceived the "uniform" idea they were ready to debut it. A local department store provided the biggest part of the ensemble on sale. With a total individual expenditure of \$62 each man obtained his new civilian "uniform" complete with a dark green



blazer, maroon tie, mint green shirt, grey flannel trousers, and green socks. They topped off the ensemble with a silver recruiting badge for the left pocket of the blazer and a green name tag for the right pocket. Lewis and Smith paid for their "uniforms" out of their own pockets.

These men started with the idea of making themselves look like an indispensable part of a very important organization and succeeded. Who knows, it may not be long before every USAR recruiting specialist in the nation is wearing the same "uniform." (Wayne Thrash, Jacksonville DRC)



*Carolyn Dixon prepares to bestow an extra-dividend reward on the chin of husband and newly-advanced MAJ Fred Dixon immediately following his appointment to major in ceremonies at Western Region Recruiting Command Headquarters at Fort Baker, CA. Dixon is headquarters commandant for the region recruiting command that serves nine subordinate district commands from Colorado in the United States to Japan in the Pacific.*

**THE ARMY NURSE RECRUITER OF THE YEAR** for the nation is **Sergeant First Class Rex A. Mayfield**. Mayfield made 200 percent of his recruitment goal for 1979 and 333 percent of the goal set for the Army Reserve. He has been recruiting for the past eight years of his total 12 years in military service.

"You got to get out there and beat the bushes to find the right people," Mayfield admits, "but I'm doing a job I like."

Mayfield entered the Army in May 1967 and served in the Vietnam war from January 1969 until January 1970.

"After Vietnam I got out of the service for a while. Thought I'd give the civilian world a try, but it wasn't what I wanted," he says. "I've always wanted to be in the Army. I joined up shortly after getting out of high school."

He was assigned to recruiting duty in January 1972, working first in Lexington, KY. He was transferred to Newport News, VA in 1973. He became a nurse recruiter in 1977 and is now responsible for the states of Virginia and West Virginia.

"The Army got 100 percent of its nurse needs during 1979. In fact, the quota reached was actually 114 percent of the goal," he proudly points out.

"It's one of the few medical services in the military that is up to strength."

In his recruiting job, Mayfield seeks four-year college degree nurses.

"Sometimes you process quite a few nurses before you get the number you need. Since it takes about three months to process, the nurses change their minds constantly. I have to babysit them while that period is underway . . . they change their minds for various reasons. Maybe their boyfriends don't want them in service, or something like that," he explains.

Does he recommend a service career? "You got that right," he says. "There's no other way but the Army." (Virginia Biggins, Richmond Times-Herald)

**ARMY RESERVE Captain William Flahive** scored an impressive victory for all avowed amateur athletes when he participated in the Interallied Confederation of Reserve Officers (CIOR) pentathlon competition in France.

A Clinical Laboratory Officer with the Army Reserve's 1125th US Army Hospital in Auburn, Maine, the captain is a professor of microbiology and environmental sciences at Southern Maine Vocational Technical Institute. He's also an avid runner, marathoner and handball player.



Flahive eagerly responded to a call for pentathlon volunteers and, using his skills as an amateur athlete, was able to meet the minimum scoring standards for running, swimming and small arms proficiency to qualify for further screening at the Modern Pentathlon Training Center at Fort Sam Houston. He came through with flying colors in the competition training including a five-mile run in 32 minutes and 30 seconds or better and a 50-meter swim in less than 40 seconds. Out of fifty competitors, Flahive was one of twenty selected to participate in the competition for CIOR.

It was on to Oslo, Norway, for 14 days training with Norwegian teams and, finally, to the Interarmy School of Sports at Fontainebleu, France, site of the three-day CIOR competition.

The US teams finished their best ever overall, placing all of their six teams among the top twelve finishers out of the 46 teams competing. France and Norway took first and second places respectively.

Flahive anticipated that he would excel in running and in pistol firing events. At the last moment, one of his teammates was injured, forcing Flahive to fill in as the team's rifle-firing expert. "I was extremely nervous and apprehensive upon entering the rifle-firing event as I had not practiced with the French rifle, but you can't imagine my elation when I placed number one in the precision-firing and seventh overall," he said. Other memorable moments included running the obstacle course. "It felt like the fastest mile I ever ran in my life."

Will he compete in the 1980 CIOR pentathlon competition? The citizen-soldier-pentathlete isn't sure. But when this year's competition had ended, all of the US Reserve officers returned home with well-deserved pride in their outstanding performances. (Concord DRC)

**THE HOLE IN THE WALL** is a diminutive eating establishment in Perry, NY, with approximately a 30 customer capacity. Can a restaurant be a recruiting aide? It can when it's the Hole in the Wall.

Perry recruiting station commander, Staff Sergeant William Stanley says, "I take my applicants there for lunch and pay for our meals. However, whenever an applicant returns to the Hole in the Wall as a soldier he is provided with a free meal. Owners Nick and Georgia Dovolos don't hesitate to provide a positive atmosphere toward the potential enlistee."

Mr. Dovolos' father started serving free meals to servicemen during World War II and his son has continued the custom for every US servicemember wearing his or

her uniform.

In July of this year, the US Parachute Team, the Golden Knights, were furnished free meals while they toured Perry and performed at the Sea Serpent Festival.

"My father started serving free meals to service people," Dovolos said, "when my brother and I were in the Army during World War II." Nick Dovolos was in the Second Armored Division in North Africa and the European Theater and, like many veterans, had strong feelings about the service when he came home.

"So, when I began to run the restaurant," he said, "I kept doing what my father had done, and I intend to keep on doing it. I know that most people are surprised when they hear about it, but they don't see the many letters of thanks I receive from servicemembers who have eaten here. Naturally, my father had an even larger collection of letters because when he started the custom, servicemembers had to wear their uniforms at all times."

As a testimonial to their patriotism and generosity, the Dovolos were honored by representatives of all branches of the military at a recent annual Armed Forces Ball in Buffalo, NY.

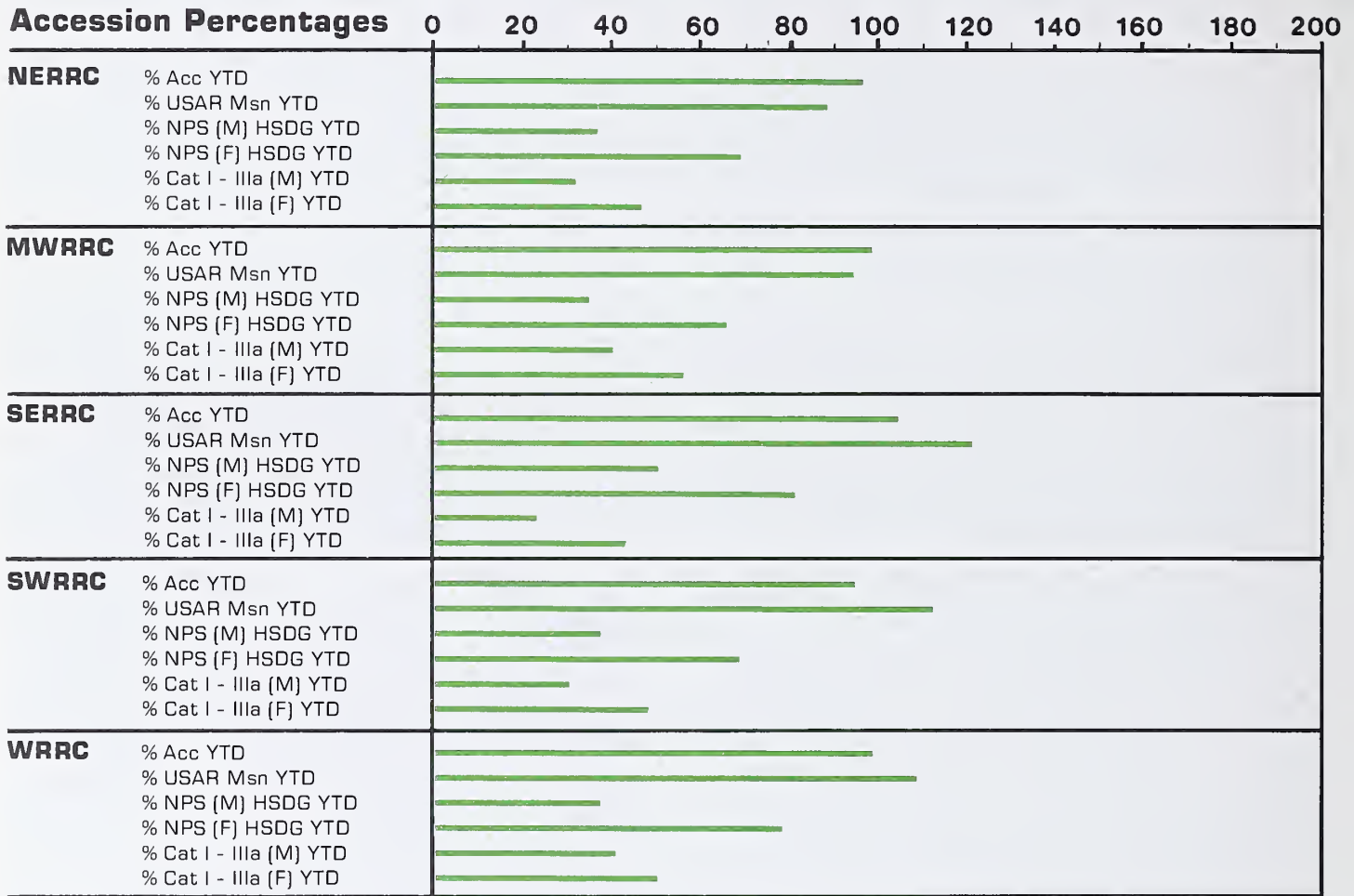
"With people like the Dovolos family," Stanley said, "recruiting in the Perry area is great and it looks like the free meal tradition will carry on because Nick's son George is back from the Army to take over the restaurant, and he feels the same about the free meals." (Niagara Falls DRC)



*Secretary of the Army, Clifford L. Alexander, Jr., visited the Headquarters, US Army Recruiting Command at Ft. Sheridan, IL, for an update on recruiting progress and to discuss ideas with recruiters. With Alexander, center above, are field recruiters (from left) SSG Edward Holt, Chicago, IL; SFC Raymond White, Dover, MA; SFC David Jones, Dallas, TX; and SFC Richard Green, Asheville, NC. (Photo by Eric Lundahl, Ft. Sheridan TASO)*



# Objective Progress



## Making it Happen

### % OF OBJECTIVE AS OF 28 JANUARY 1980

% of OBJ			% of OBJ			% of OBJ		
DRC	Active	USAR	DRC	Active	USAR	DRC	Active	USAR
Indianapolis	119.2	118.1	Cincinnati	109.5	117.1	Nashville	104.4	117.0
Jacksonville	114.7	114.0	Columbus	107.4	105.6	Raleigh	104.3	126.0
Honolulu	114.0	112.9	New Orleans	107.1	116.1	Richmond	104.2	135.5
Sacramento	113.0	111.8	Columbia	106.9	113.3	Miami	103.5	120.0
Atlanta	112.1	124.8	Louisville	106.6	113.0	Cleveland	103.2	101.7
San Juan	110.9	184.6	Chicago	106.5	103.7	Fort. Monmouth	102.1	120.0
Jackson	110.6	155.1	Los Angeles	106.2	120.8	Salt Lake City	102.1	112.3
Detroit	109.6	110.0	St. Louis	105.5	130.9			

(INCLUDES ONLY DRC WITH 100% OR OVER IN BOTH CATEGORIES)



Somewhere out there your military service records are being kept. And someday you'll probably want some information from them. Your problem then will be how to get the information you want.

You'll have to send your inquiry to the agency which actually has the record. If you are a member of the Individual Ready Reserve, Standby Reserve, Retired Reserve or active Army retired personnel, including General officers, the US Army Reserve Components Personnel and Administration Center(RCPAC) maintains your records.

The National Personnel Records Center (NPRC) General Services Administration maintains and services the records for discharged or deceased former members of the Army.

Seems simple enough but problems can arise and problems always slow the process.

There is often misunderstanding on the part of the veteran as to whether he is actually "discharged" from service or has been "released from active duty and transferred to Reserve status." There is a difference, and the location of your records depends on which status you are in.

The term "discharged" means you have been released from the Army and have no further commitment to serve. You have fulfilled your entire enlistment obligation. Your records are with NPRC.

Released from active duty and transferred to Reserve status means just that. When you are released from the Army after your initial term of active duty service, you still have an obligation to serve in a reserve status. You're a civilian but not quite out of the Army yet. Your records are maintained by RCPAC.

Another problem that slows the process is when not enough identifying information is provided with the request. The minimum amount of information would be the soldier's full name, social security/service number, and the date of release from active duty or date of discharge.

If the discharge date was before July 1, 1969, the service number must be provided. The Armed Forces began using social security numbers for identification after that date.

If you served between November 1, 1912 through December 31, 1959, an additional stumbling block may face you in the search for your records.


On July 12, 1973, a fire at the Military Personnel Records Center in St. Louis(the location of both RCPAC and NPRC) destroyed about 16.5 million records of former Army members who served between the above dates. These dates affect veterans who served during World War I, World II, and the Korean conflict.

As a result of the fire, inquiries concerning military service during this 1912 through 1959 time period may be slowed down because the file had been destroyed. The file must be reconstructed from other sources. The more detailed information that is provided by the requester the easier and faster that reconstruction will be.

Information is needed concerning entry and discharge dates, organizational units and dates of assignments, geographic locations in which service was performed, and any other facts that may help in reconstructing the file. It's suggested that the Standard Form 180 be submitted in instances where the file must be reconstructed. The form is available at various Veterans Services Offices.

Another point needing to be made is that soldiers being released or discharged from active duty should wait 60 days before contacting either RCPAC or NPRC. This is the normal length of time it takes to receive and process Army military personnel records.

If when requesting information from your records you can provide the necessary identifying information the first time around, the search process will be faster and you should get your information much quicker.

The mailing address for both RCPAC and NPRC is 9700 Page Boulevard, St. Louis, MO 63132. 

# Getting info from your service records

by Gladys Maeser  
USAR Personnel &  
Administration Center

# VEAP Update:

## Answers to your questions

By Donna Green  
Education Liaison, USAREC

The first anniversary of the VEAP Education Bonus was celebrated with changes to the many test cells which complicated the first year. Instead of the initial seven test cells, there are only two: one with the 2-Year Enlistment Option/\$2,000 Education Bonus; one without. The DRC "without" are Albany, Concord, Little Rock, Milwaukee, and Seattle. **All** DRC are now authorized to sell the 3-Year Enlistment Option/\$4,000 Education Bonus; and the 4-Year Enlistment Option/\$6,000 Education Bonus.

Perhaps the real celebration surrounds the fact that we still have the Education Bonus to offer — and the program is **not** complicated! Although a daily flow of questions suggests that some confusion remains, the Education Liaison Division stands ready to accentuate the positive.

From various resources, we have gleaned the answers and program summaries shared here. But the party isn't over! Surely someone has a question we've not answered or an answer we've not found. Let this be your invitation to call us (312-926-2675; AUTOVON 459-2675)

VEAP is an amendment to the Veterans Education and Assistance Act of 1976 which discontinued the "old" GI Bill education benefits. VEAP became effective 1 January 1977 and expires 31 December 1981. It is funded by the Veterans Administration (VA) for the five year period. The basic VEAP is available to all service personnel who are not eligible for the

"old" GI Bill education benefits.

Quite simply, VEAP is a savings plan for continuing education. A soldier who chooses to participate in the basic VEAP will contribute between \$50 and \$75 of each month's pay. In return, the government will match each dollar at a ratio of two-for-one. The personal investment is limited to \$2,700. Thus, combined with the government's matching funds, the basic VEAP fund can amount to as much as \$8,100.

The Secretary of Defense is currently authorized to make contributions to the servicemembers' educational account as an incentive to enter or to remain on active duty. Based on this authority, the Army offers an addition of the basic VEAP — the VEAP Education Bonus. This special offer is available only to non-prior service high school diploma graduates in mental categories I, II, and IIIA who enlist for selected skill training. Because Congress intended VEAP to be a contributory program, the Education Bonus is earned through participation in the basic VEAP with a minimum of 12 months of participation required.

The qualified individual who chooses to participate in the basic VEAP will be awarded an Education Bonus of \$2,000, \$4,000, or \$6,000 for an enlistment of 2 years, 3 years, or 4 years respectively. The award is earned in increments of \$1,600, \$2,600, or \$3,600 upon completion of 12 consecutive months of participation in the basic VEAP. \$100 will be credited for each month of additional participation until the authorized maximum award is reached.

Q: Do my VEAP contributions accumulate interest?

A: No. But if you use your VEAP fund for your continuing education — as it is intended — your return will be 200%. If you discontinue the program and do not use the funds for your continuing education, **only** the money that you contribute will be returned to you; it will be returned **without interest**.

Q: Will the money for my VEAP fund be deposited in my own personal bank account?



A: No. The funds will be held by the Government.

Q: Will I receive monthly "allowances"?

A: Yes, when you are enrolled in a school program approved by the VA. Your total dollar entitlement will be divided by the number of months that you participated in the program (or 36, whichever is less) to determine the monthly rate at which you will be paid for full-time schooling. For example, if you contributed \$50 monthly for 36 months, and enlisted for 3 years, your total entitlement will be computed as follows:

\$1,800 — your contribution

3,600 — VA matching funds (two-for-one)

4,000 — VEAP Education Bonus

\$9,400 — total entitlement

Your full-time monthly rate will be computed as follows:

\$9,400 — total entitlement

÷ 36 — months contributed

\$ 261 — full-time monthly "allowance"

Q: Can I receive VEAP benefits if I only attend school on a part-time basis?

A: Yes. Your monthly allowance will be computed the same as for full-time attendance and allotted proportionately. For example, based on the computation in #3, your rate for 1/2-time attendance would be \$130.50; for 1/4-time attendance, \$65.25.

Q: Are the monthly VEAP payments subject to taxation?

A: No. The VEAP benefits are considered "Nontaxable income;" however, your monthly personal contributions are taxed prior to payroll deduction.

Q: Is the use of VEAP benefits limited to college and university programs?

A: No. Although the institution must be approved by the VA, VEAP funds may be used for any continuing education program: remedial, high school completion, vocational or technical training, college or university. Hundreds of schools across the nation have been approved to make available a wide variety of programs to meet the goals and needs of individuals.

Q: If VEAP is a post-service pro-

gram, does that mean that I will forfeit the benefits if I re-enlist?

A: Absolutely not. VEAP benefits can be used by the active duty soldier any time after the "initial obligated tour" or six years of service, whichever is sooner.

Q: If VEAP is discontinued in 1981, what happens to my fund?

A: Your fund will not be affected. You may continue to contribute until you reach the maximum personal investment. You have 10 years after separation to use your VEAP benefits.

Q: Why is my personal investment limited to \$2,700?

A: That's the way the law reads. Congress designed the basic Program to allow a maximum basic fund of \$8,100 — **plus** the VEAP Education Bonus for those who qualify.

Q: Can I enroll in the program any time, or must I make my decision during in-processing?

A: You can enroll any time **except** within 12 months of discharge from active-duty service. For the VEAP Education Bonus, enrollment must be made during the first enlistment.

Q: May I combine my VEAP benefits with a civilian scholarship or "home state" benefits such as the Illinois Veterans Scholarship?

A: Yes. Entitlement for your VEAP benefits is based only on your participation in the basic VEAP and subsequent enrollment in a VA approved school program. If you also receive a civilian scholarship or "home state" benefits, that's great. You get your VEAP money, too.

NOTE: VEAP benefits can **not** be combined with in-service tuition assistance.

Q: How do I apply for my VEAP benefits?

A: You must complete and file a VA Form 22-8821, Application for Education Assistance.

ACTIVE DUTY SOLDIERS: Contact your Education Services Officer or a counselor at your installation's Army Education Center.

VETERANS: A copy of your DD Form 214, Report of Separation from Active Duty, must be attached to your application. Contact your local or regional VA office.

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VEAP benefits do not have to be used for college. Upon approval from the VA, they may be used for any continuing education program.

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# Get in shape, keep in shape

By MAJ Phil Norman  
PA&E, HQS USAREC

As a person reaches the mid-thirties, changes occur in the human body that lessen strength, flexibility and the ability of the body to repair injury. These changes (many times the result of a lack of physical activity) can and do lead to low back strain, high blood pressure and more serious disorders, both mental and physical.

This paper presents a peer layman's fitness program embarked upon to cure a low back problem and, also, to generally improve mental and physical well being. Both mental and physical aspects of the program are discussed.

The activities included in the program are equally beneficial as both a preventive measure and a cure. The exercises selected for inclusion were the result of trial and error procedure of an individual with a job, family and a limited amount of time to devote solely to physical activity. It is hoped, that by relating the positive experience of someone involved with physical fitness on only a personal level, others might be encouraged to initiate their own fitness program.

Unless forced by accident or pain to examine one's physical being, many people do not realize a physical problem exists. One effective means of making such a determination is to stand before a full length mirror in a swim suit. An objectively evaluated reflection will usually reveal any extra pounds, bulges, or sagging muscles which may have developed as a result of age or lifestyle.

Additionally, a thorough evaluation of the previous weeks activities might give clues to eating, drinking, or smoking habits that are detrimental to one's wellbeing. Recognizing the problem is the first step toward its solution.

If a problem surfaces, a personal commitment to the solution is necessary. This commitment must be made

with the realization that success may depend on a major modification of one's lifestyle.

It is easier to take the next step if a program is readily available that requires little or no sophisticated equipment and can be accomplished in a short time-period each day. It is critical to commit oneself immediately and begin the program with no procrastination. This mental decision, "do it NOW," made it much easier for me to participate; even to the point of running two miles in the snow at 19 degrees (no ill effects and the beer afterwards was exquisite).

A physical examination, including a blood pressure test, should precede the start of any fitness program. Although initial activities to be described in the program are not too strenuous, a beginning physical examination is recommended. This is most important if an observed problem relates to being overweight or in poor physical condition.

Participation may begin with almost no preparation. Shorts, T-shirt, socks and sneakers will suffice for equipment in warm weather. As the temperature drops, sweatshirts, sweaters, gloves and hats may be required. Purchase of a high quality pair of running shoes is helpful when the program requirements become more demanding. Good shoes will protect the lower extremities from much of the shock and pounding caused by distance running.

A specific time should be set aside daily for exercise. Depending on the individual, about one hour per day is sufficient to complete the program. The hour immediately after work proved most convenient for me; however, this is a decision which can best be made by each participant.

There are some general guidelines listed here that apply to all phases of the exercise program which will make participation easier. First, each indi-

vidual is unique and, consequently, will react to each exercise in a slightly different manner. There is nothing wrong with modifying an exercise or even adding or deleting certain exercises to fit individual needs. Next, perform each exercise in a slow smooth manner; avoid bouncing or jerking. Finally, relax; totally enjoy each activity both mentally and physically. With these guidelines, anyone can develop and enjoy his own individualized program.

My program is divided into four phases: Warm-up, upper body conditioning, run and relax. It progresses in such a way that maximum exertion occurs during the run phase. The relax phase loosens the muscles and decreases chances of soreness.

Instructions for the warm-up phase follow:

Exercise 1. Lie on back, feet bottoms flat on the floor, knees straight up and flexed to about 90 degrees. Press lower back to the floor slowly while rotating hips upward and pulling stomach in. Hold the position for about five seconds. Try to repeat the exercise three times. Though easily performed, the exercise does require a certain amount of concentration. I found the short time spent on this exercise provided an opportunity to unclutter my mind and attune it to my body.

Exercise 2. Assume the same starting position as in the previous exercise. With both hands, grasp one knee, slowly pull toward chest, and hold for about five seconds. Return to the starting position and repeat with the other knee. Try to continue the exercise until three repetitions of each knee are completed.

Exercise 3. To start this exercise, remain on back. With both hands grasp both knees and slowly pull them toward your chest. Hold the position about five seconds. Relax to starting position. Repeat three times.



Exercise 4. Assume a sitting position with legs together and directly in front. The back of the legs should be as flat on the floor as possible. Slowly bend forward, and attempt to touch your toes without bending knees. Reach forward as far as possible, hold about five seconds and relax. Repeat three times.

Exercise 5. From the sitting position, sit back on heels and gently lean back for five seconds. Hands may be placed on the floor to the rear for support. Repeat three times.

Exercise 5. From the sitting position, roll over on hands and knees and slowly arch back upward. Hold for ten seconds. Relax. Repeat once.

The next phase which was developed as a part of the Army's base line physical fitness program is directed toward the upper body. The exercise requires sustaining a pull-up for a specific period of time. A chart is included which shows progression for this exercise (See Chart I). This exercise takes almost no time and can be done wherever there is a bar at least five feet off the floor that will support your weight. To do this exercise, grip the bar (palms towards face), pull up to chinning position and hold. Remember, like stretches, do not hurry. Start at three seconds and proceed according to the chart.

If more time is required at any particular level, remain there as long as necessary. Be aware of the messages being sent by the body regarding capability.

The third phase is the run. However, a walk or combination of run and walk may be substituted, depend-

ing on the physical condition of the participant. Initial efforts should only be concerned with sustaining the activity for a specific time. A walk or run of fifteen to twenty minutes is a good beginning. Speed and distance may be considered only after individual conditioning improves.

The final phase, relax, is designed to increase flexibility and reduce muscle ache. It consists of the warm-up exercise performed in reverse order.

Completion of the physical portion of the program often is not the most demanding. Below are listed some mental processes that were of great personal assistance in continuing this program:

— Walking or running, go the prescribed time of distance on an "out and back" route. This technique almost guarantees completion since once out the distance must be completed in order to return.

— Set attainable goals such as "walk or run six days a week" or "increase walking/running time by five minutes this week."

— Relax and enjoy the route over which the run or walk takes place. Observe the simple uncomplicated beauties of nature.

— Read several books on running. These will generally improve technique and enthusiasm.

— As conditioning improves, enter a short "fun run." Local newspapers or running clubs can provide entrance information.

— After an exceptionally good week, accept a reward such as a hot fudge sundae or a nice dinner out.

There are many other ways to men-

tally insure continuation. Each individual is encouraged to develop his own motivations and rewards.

The results of participation in any physical conditioning program are best measured in terms meaningful to the participant. Personal rewards resulting from my own participation include loss of back pain and a feeling of mental and physical wellbeing. Of equal importance, my blood pressure is down. Finally, I can participate in a large variety of activities with no "hang-ups" about being overweight or in poor condition.

In summary, both the physical and mental activities described improved one person's ability to cope with low back pain and a close relative — "old age." One of the best descriptions of what participation in a good physical fitness program can provide is related in a short passage from a book by Bob Glover and Jack Shephard called *The Runner's Handbook*. It concerns a participant in the Boston Marathon and offers hope to us all:

"Only problem is, the old ladies won't let me alone. There are damn few men around my age anyway, and one who runs 10 miles a day and keeps himself in shape is in demand.' He smiled, and chuckled. 'I started wearing my old wedding ring, but that only cut down the number by a few. I find I just can't say no. I really like young girls in their late fifties and early sixties. And when my body says yes so easily, why should my head say no?'"

The story teller is seventy-two. 📖

#### PREPARATORY PHASE

LEVEL	DURATION	TIME	CONDITIONS
1	1 week	3 sec	If unable to hang for 3 seconds try again two more times.
2	1 week	6 sec	If unable to hang for the prescribed time do as many hangs as necessary to accumulate the time prescribed.
3	1 week	9 sec	If unable to hang for the prescribed time do as many hangs as necessary to accumulate the time prescribed.
4	1 week	12 sec	If unable to hang for the prescribed time do as many hangs as necessary to accumulate the time prescribed.
5	1 week	15 sec	SAME AS ABOVE.
6	1 week	18 sec	SAME AS ABOVE.

#### CONDITIONING PHASE

LEVEL	DURATION	TIME	CONDITIONS
7	1 week	21 sec	If unable to hang for the prescribed time do as many hangs as necessary to accumulate the time prescribed.
8	1 week	25 sec	SAME AS ABOVE.
9	1 week	30 sec	SAME AS ABOVE.
10	2 weeks	35 sec	PERFORM THE PRESCRIBED HANG IN ONE EFFORT WITH NO REST.
11	2 weeks	40 sec	PERFORM THE PRESCRIBED HANG IN ONE EFFORT WITH NO REST.
12	2 weeks	45 sec	SAME AS ABOVE.
<b>SUSTAINING PHASE</b>			
13	INDEF	40 sec	SAME AS ABOVE.

SOURCE: Draft publication, Appendix 6, Base Line Physical Training Program, September 1978, US Army Infantry School, Fort Benning, GA



*Mastering drill and ceremony takes many hours of practice.*

# 1st week: Standing tall, feeling proud

*This is the second story of a series following an individual (Charley-Joe), through basic training. (Ed.)*

**By SP4 Anthony Del Valle**  
reprinted from "Inside the Turrent"  
Ft. Knox, KY

After three days of repetitive paperwork, Charley-Joe thought he was ready for basic.

He was sure nothing in BT could be more torturous than filling out forms day in and day out. But when he saw the group of drill sergeants who had "come to get them," he wanted to volunteer to help out in the reception station permanently.

It wasn't that they looked mean, exactly. They just didn't look like the kind of guys who would take "NO" for an answer.

The first man Charley-Joe met was Staff Sergeant John L. Driver, the assistant platoon sergeant. He would meet the platoon sergeant later, the sergeant said.

Driver told the new soldiers their home for the next seven weeks would be the 18th Battalion, 4th Training Brigade. They'd be in 3rd Platoon, Company B.

They all picked up their gear and

began to march, as best they could with all their luggage, toward the company area. Charley-Joe was having trouble carrying his three bags, and Driver ordered someone with only one bag to help him.

"You help your buddy in the Army!" he said. "We use the buddy system here."

The troops eventually found their way to Building 6826. As soon as their luggage was secured, they began marching to a class. Charley-Joe could see they all had a lot to learn.

A couple of times Driver had to stop and explain the proper way of standing at attention. Charley-Joe had trouble remembering the difference between "parade rest" and "at ease."

There were a lot of different orders being thrown at them and Charley-Joe didn't see how he would ever remember them all.

After being seated in Building 6758, the men met a few of the other sergeants.

"My name is Sergeant Saudners," one said. "You're gonna remember that name — even if you can't remember yours!"

At that point Charley-Joe really wasn't sure he actually could remem-

ber his own name. "It's happening too fast," he thought. They're throwing too much at me.'

He gave himself his old rap talk again, telling himself to hang in there, that basic training lasts only a few weeks. "It's no big deal, only temporary, only temporary."

"We are here to help you," another sergeant said. "We are not here to tear you down. We are here to build you up."

One sergeant asked Charley-Joe a question. The answer came in a hesitant whisper.

"Come on, soldier," the sergeant ordered. "Sound off."

Charley-Joe forced himself to speak louder. "That's better," the sergeant said. "Now you sound like a man."

Many of the soldiers had a tough time staying awake, and Charley-Joe noticed he had been fighting drowsiness all day. He had gotten plenty of sleep the night before, but he guessed his nervousness was causing him to feel tired. The sergeant warned everyone to stay awake.

The class, it turned out, was just more paperwork.

Charley-Joe thought he had left all that behind. One sergeant commented that after they were all settled in, there would be hardly any paperwork at all. Charley-Joe wasn't totally convinced. An Army without paperwork seemed a contradiction in terms.

The day went slowly. But the more marching they did, and the more equipment they were issued, the more confident Charley-Joe started to feel.

When he received his field gear he almost began to look forward to the weeks ahead. Even the marching was becoming a source of pride.

At first, Driver didn't seem at all happy with the way things were going. But halfway through the day, when everyone seemed to be keeping in step for the first time, Driver gave the group its first compliment.

"You know," he said, "I think we're going to be a good platoon. I can see that now. I think we're going to be all right."

For the first time since he had taken his oath of allegiance to the Army,



Charley-Joe felt proud to call himself a soldier.

After lunch, the new soldiers met their platoon sergeant, Sergeant First Class James D. Phillips. The first thing he said was that he wanted them to forget the rumors they had heard about all the terrible things that would happen to them in basic.

"I'm not here to put fear into you," he said. "I'm here to help you reach a certain standard of excellence so that you will be qualified to be a soldier in the United States Army."

"This excellence is within the reach of every soldier here, if he is willing to work with me and Sgt. Driver in the next seven weeks."

Phillips then gave them a motto they would repeat many, many times in the course of training. As a group they shouted "Highly motivated, super dedicated, be first, sergeant, be first!"

In the evenings, they learned how to make their bunks and how to pull fire guard. Then they had a little free time to get themselves ready for lights-out.

Charley-Joe talked a little while with some of the other guys and realized a lot of them had the same worries he did. That made him feel better. He realized he wasn't alone.

The rest of the week, through Wednesday, was spent in orientation classes. Charley-Joe and his buddies were lectured on the wear of the uniform, crime prevention, military justice and customs and courtesies.

A class on the Geneva Convention sparked some interesting conversation that night.

One private said the instruction resolved some doubts he had had about the Army's moral fiber.

"I think the class makes it clear that something like My Lai is definitely illegal under any circumstances," he said. "I think some people see something like that as some sort of Army-condoned behavior."

Although most of the interaction between soldiers helped Charley-Joe relax and take his mind off the pressures, there were a few problems.

As at the reception station, Charley-Joe had trouble understanding the way



*The soldier, above left, spent 16 hours doing odd jobs around the messhall while on KP duty. Above, new soldiers spend time becoming familiar with their equipment.*

some of his "buddies" reacted to things. Some guys he could talk to easily. But some he just had to leave alone.

There was a sense of always having to be careful, even in the barracks, with the other privates. He had so many different personalities to deal with, he always had to be aware of how to say what to whom.

Charley-Joe had always been something of a loner and living with such a large group was forcing him to learn how to get along with all different kinds of people. It wasn't going to be easy.

Wednesday evening the company did an hour of physical training.

Charley-Joe, who remembered he had barely passed the PT test at the reception station, had been doing a series of push-ups and sit-ups before bed every night. Now, a week after his initial test, he could feel a little improvement.

He noticed the drill sergeants were able to do everything they asked the privates to do. He thought, if these men, who are older, can do all this without complaining, then he ought to force himself to do it as well.

He groaned a lot, but he managed to keep up.

That evening in his bunk, Charley-Joe thought about how far he had come in one week. He remembered

that nine days ago he was an out-of-shape, slow moving civilian who had never had contact with people outside his own neighborhood.

Now he had met and become roommates with people from all over the country. He had learned how to march. He had begun to develop a sense of discipline in physical training and in his life as well. And in two days he would be learning about the M-16 rifle.

Not bad for a week's work, he thought.





## *New USAREC CSM*

Command Sergeant Major Robert E. Hill became the new USAREC command sergeant major January 7, 1980. He replaces Command Sergeant Major Harris L. Parker who is now with 6th Army Headquarters in California.

Hill comes to the headquarters from Midwest Region Recruiting Command and has been in the recruiting field for the last 8 years.

As the highest ranking enlisted man of USAREC Hill had the following message for its soldiers.

"I am very proud and honored to be selected by the Commanding General of USAREC to serve as your Command Sergeant Major at this critical time in the history of Recruiting, and the history of our Army. I am confident that with the outstanding men and women assigned to this command and a lot of hard work by all of us we can live up to our motto, 'Provide the Strength.'

"If we were to fail in that responsibility, we would fail the officers, non-commissioned officers, men and women that went before us; we would fail the ones that are to come after us; we would fail our army; we would fail our country.

"We must recognize our duties and responsibilities and have the fortitude to carry them out in such a manner that our chain-of-command will be proud of the job we did, and owe no one an apology for the way we did it.

"Again I am honored to serve our country as the



Command Sergeant Major of USAREC, and I thank our Commanding General for the opportunity."

## *Veterans'/reservists' rights protected*

Federal law protects the job rights of men and women who leave civilian employment to serve in the Armed Forces or who must take time off from work to train with military reserve units or the National Guard.

The law basically entitles veterans to reinstatement by their preservice employers with the seniority, status and rate of pay they would have attained with reasonable certainty if they had not gone into the military.

The law also protects Reservists and National Guard members from being discharged or denied any usual advantages of their employment because of their military activities. The courts have held that they must be treated "as though they were still at work" and equally with other employees in regard to such things as the opportunity to work overtime or the right to work a full 40-hour week.

To be entitled to reemployment rights, a veteran must: (1) leave a position (other than a temporary position) to enter military training or service; (2) serve satisfactorily for periods not exceeding the time limits specified by the law (four years in most instances); and (3) make a timely

application to the former employer for reemployment.

The Office of Veterans' Reemployment Rights (OVR) of the U.S. Department of Labor administers the veterans' and Reservists' reemployment rights statute. OVR is part of the Department's Labor-Management Services Administration (LMSA), which has 49 field offices in major cities throughout the country.

When OVR receives a complaint from a worker, it investigates the case and works with the complainant and the employer to resolve the matter. The vast majority of complaints are settled in this manner. However, if the case cannot be resolved to the satisfaction of the complainant, it may be referred to the Justice Department for possible legal action. If legal action is taken, the veteran or reservist will be represented by the government free of charge.

Inquiries about the veterans' reemployment rights law can be addressed to any of LMSA's field offices or to the Office of Veterans' Reemployment Rights, LMSA, U.S. Department of Labor, Washington, D.C. 20216.





## Use of reenlistment funds

AR 37-100-79 (May 78), Section XII (Base operations — Z accounts) explains how .09000 account funds may be spent. It states that the funds may provide for local publicity and promotional activities, reenlistment conferences, travel associated with acceleration of reenlist-

ment of in-service personnel at the installation level and other costs incurred in administering the command/reenlistment program. These funds are requested by the MACOM for use within their command.

## CONUS-to-CONUS Station-of-Choice re-up option

Effective November 1, 1979, this option was reinstated as a part of the US Army Reenlistment Program. There are now 17 options that are available for soldiers considering reenlistment. The CONUS-to-CONUS Station of Choice Option permits first term soldiers to reenlist for

vacancies at other stateside posts and be guaranteed at least 12 months stabilization.

Initially this option seems very popular as over 1,000 reservations have been made on the RETAIN system in its first two months.

## Minority representation in MP's

An important and challenging concern to the leadership within the Military Police Corps (MPC) is the recruitment and reenlistment of more minority members into the MPC. Current statistics indicate that blacks constitute 32.5 percent of the Army's enlisted strength and those possessing MOS 95B comprise 15.5 percent of

the MP enlisted force. Hispanics represent 4.2 percent of the enlisted force while constituting 2.4 percent of MOS 95B. Other ethnics, which include Asians and Native Americans, represent 1.5 percent of the total enlisted force while only 0.6 percent are military police.

## Interim change to AR 601-280

This change was forwarded to the field January 9, 1980 to modify certain reenlistment policies that have a direct and immediate impact on the individual soldier. It permits soldiers who have failed to achieve a verification score based on the latest SQT results to reenlist for certain options and eliminates the requirement for a waiver, permits the General Court Martial Authority to

approve a four-year reenlistment period for those soldiers on an overseas levy to a long tour area who have an approved waiver of retention ineligibility; and changes reenlistment/extension criteria for soldiers enrolled in the Alcohol and Drug Abuse Prevention and Control Program.

## Reenlistment NCO of the year

Congratulations to the following MACOM Reenlistment NCO that are being considered for the Secretary of the Army Reenlistment NCO of the Year:

MACOM	Selectee	Unit/Post
Health Services CMD	SSG Joseph L. Benfield	Academy of Health Serv.
HQ, US Army Europe & 7th Army	SFC Felipe A. Marfisi	2/64 Armor 1st Bde 3d Infan- try Division

WESTCOM	MSG John J. Hicks	2d, Bde 25th Inf Div
FORSCOM	SFC Perry O. Calwallader	24th Inf Div
Eighth Army	SFC Jeffrey A. Fisher	HHB, 2/17th FA
TRADOC	SSG William A. McCoy	Ft. Knox
USACC	SFC Albert A. Yang	HHQ, 36th Sig Bn 1st Sig Bde

# 91 G: Behavioral Science Specialist

by Joyce Lynch  
SWRRC

Specialist 4 Marilyn Thomas is a Behavioral Science Specialist. Her MOS is 91G, and she works in the Community Mental Health Service at Brooke Army Medical Center, Ft. Sam Houston, TX. She can spend hours telling about her job, or she can capsule it into one short line: "to keep the troop going in his or her job."

Most of the things the 91G does can come under the heading of stress management — helping the soldier to cope with whatever distresses him. The

stress can come from any number of different sources, but "usually," she reflects, "it has to do with what's happening back home."

She explains: "They never had time, when they were in basic, to do much of anything but work. When they get to AIT or their next assignment, they suddenly find themselves with a lot of time to think about home. 'I really miss my mom,' some of them will tell me. So we deal a lot with just venting — letting the patient get it all out by discussing it.

"Sometimes a girl will come in who's

lonely and wants to talk. Maybe she feels inadequate and finds it hard to make friends. We'll talk with her, and then give her some tasks to help her to build her confidence, like, 'Go out and talk to at least one person you don't know.' "

To build confidence, she explains, the patient has to do something, and doing something usually means taking risks. "For example," she says, "if I tell a girl to go out and talk to someone, there's always the possibility that the other person may reject her. That's where the risk comes in, and rejection is hard for some people to deal with."

"But this is where I come in," she continues. "They have me to fall back on. If they come in and say, 'I tried, but . . .,' then I can say, 'Why do you think they rejected you?' We talk about it."

Sometimes these discussions will uncover something from the patient's past, or something he or she does, that points up the need for some kind of behavior modification. Thomas cites, as an example, a soldier who is having trouble with his first sergeant.

"He thinks it's all the first sergeant's fault, but in talking about it with an outsider, he's able to see that at least part of the trouble may be his own fault."

"We show him certain things he's doing, and how people react to his behavior. After we've given him some insight into how people are responding to him and why, we can make suggestions as to how he can change his behavior to help himself."

Along with Thomas' counseling duties at the Mental Health Service comes the task of assisting with the administration of several types of tests, for soldiers and potential soldiers.

One of the most commonly used tests is the MMPI (Minnesota Multiphasic Personality Inventory). This is





a personality test, which, according to Thomas, provides helpful insight to a patient's social behavior. "It measures symptoms of depression or anxiety," she explains, "and indicates whether there are any suicidal tendencies."

"It shows whether the person is normal or abnormal in certain areas of his personality, and whether he is passive or aggressive toward other people. And there are even factors on the scoring of the test to let us know whether the patient was really being honest or was faking the answers."

Academic tests are sometimes requested of the clinic, says Thomas, "usually when people are having trouble in their AIT schools."

Clinicians assist, also, in various types of enlistee testing requested by the AFEES (Armed Forces Examining and Entrance Stations), she explains, in such cases or suspected cases as pot smoking or other drug use, previous psychiatric hospitalization, suicide attempts, or certain behavior irregularities.

"Based on test evaluations," she adds, "the psychologist may clear the applicant for induction, or recommend that he or she wait for a certain time before reapplying or that the person be disqualified from enlistment in accordance with appropriate regulations."

Another function of the Mental Health Service is assertiveness train-

ing. The lack of assertiveness in some young soldiers, says Thomas, goes back to the need for building of their self-confidence, "helping them to stand up for themselves — to start saying 'I,' and letting their feelings be known."

This type of training, she states, calls for a lot of "positive strokes," termed, by the soft-spoken counselor as 'warm fuzzies.' "A 'warm fuzzy,'" she smiles, "comes from words of praise," as opposed to a 'cold prickly,' which she defines as the product of a rejection or put-down.

"A patient may be completely unaware of any good he has done," she says, "so we try to make him see this. We point out the positive steps he's taken and make him feel good about what he's done."

An important area of stress management at the Service deals with the counseling of rape victims. "The general attitude of our society toward rape places the victim on the defensive," says the counselor. "We, on the contrary, take a very supportive side with the patient, and try to help her or him to anticipate what they may be facing as a result of their experience."


Counselors have observed that most victims go through three different stages following the trauma of the rape itself.

"First," explains Thomas, "there is guilt. The patient may think of all kinds of reasons for carrying the

blame, like, 'I should have made sure the door was locked,' or 'If only I'd taken someone along with me, instead of going out alone,' or 'Maybe I could have fought back harder, instead of being so scared,' or 'I should have known better than to trust a stranger.'"

The guilt stage is usually followed by a period of *denial*. The patient goes back to her or his job and pretends nothing has happened. But something has happened, and the effort to deny it may lead to the third stage, *depression*.

Since the depression may not come on until several months after the rape has taken place, the patient may not even know *why* she (or he) is depressed, says the counselor. "This is why we try to make these patients aware, at the beginning of the counseling, that this is a stage they can expect, somewhere down the line. Recognizing the cause of their depression makes it easier for them to understand it and deal with it."

Of particular value in this and other stress management counseling, the behavioral science specialist points out, is the fact that the patient has someone to whom he or she can speak freely, without emotional arguments getting in the way and without fear of moral judgments or betrayal of confidences. Someone to talk to. Being that someone gives the emphatic Thomas a few 'warm fuzzies' of her own. 

## Should you be a 91G?

### Training Course 302-91G10

This is a job that calls for an emotionally mature, articulate person who can combine a working knowledge of clinical skills with the qualities of fairness, compassion and common sense in a genuine desire to help others through Army human care programs.

Prerequisites for the course are:

- Grade E5 or below.
- Successful completion of 300-91B10, Basic Medical Specialist Course (6 weeks).
- Mental and physical standards in accordance with AR 611-201, to in-

clude no record or evidence of instability or immaturity.

- Ability to communicate effectively both orally and in writing.
- Standard score of 110 or higher in aptitude area ST.
- High school diploma (not GED).
- Minimum of 10 months active duty service remaining upon completion of this course.

General subjects in the training include basic behavioral science concepts, psychopathology, clinical interviewing, psychological testing, and counseling methods.

The course will involve orientation to Army human service programs in

community mental health activities, Army hospitals, drug and alcohol abuse treatment centers, Army Community Service centers, and military correctional facilities.

In addition to classroom instruction, students participate in a 72-hour intensive interviewing workshop and a group dynamics workshop.

Total training time, including the six-week (consecutive) 91B prerequisite, is 16 weeks.

Civilian occupations related to the Behavioral Science Specialist are caseworker, psychometrist, and mental health counselor.



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**91G: Behavioral  
Science  
Specialist**